

# Deon VonRueden

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## SUMMARY

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Experienced HR Manager with 9+ years focusing on Tech. Known for delivery.

## SKILLS

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### Talent

Recruitment • Sourcing • Employer Branding • Onboarding

### Operations

Payroll Coordination • Benefits Administration • HRIS (Workday/BambooHR)

### People Practices

Performance Management • L&D • Employee Relations

### Compliance

Diversity & Inclusion • Workplace Investigations

## EMPLOYMENT HISTORY

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### HR Manager — Roberts - Bogisich (2015 - 2018)

- Led recruitment for 86 roles across EMEA/US, reducing time-to-hire by 11%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 6 points.

### HR Business Partner — Hudson Group (2020 - 2024)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 7%.

### HR Business Partner — Simonis Inc (2014 - 2023)

- Led recruitment for 199 roles across EMEA/US, reducing time-to-hire by 40%.
- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 16 points.

### People Operations Manager — Schultz - Pagac (2015 - 2021)

- Implemented a performance review program which improved engagement scores by 14 points.
- Led recruitment for 172 roles across EMEA/US, reducing time-to-hire by 27%.

### People Operations Manager — Klein - Kertzmann (2024 - 2025)

- Implemented a performance review program which improved engagement scores by 12 points.
- Led recruitment for 12 roles across EMEA/US, reducing time-to-hire by 36%.

## ACADEMIC BACKGROUND

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B.A. Business Administration, Haag Inc University (2021)

## CERTIFICATIONS

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- PHR
- CIPD Level 5/7

## PROJECTS

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**carmen** - User-centric homogeneous contingency